

**Excerpt of
Liberal Lawmakers Unveil Workers' Bill of Rights**
by Ryan Hess

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The second section of the article is titled **Support for Sick Leave**. It talks about negotiated flexibility for work hours, relating to occupations where overtime work or long hours are so frequently demanded that workers leave the profession. Information is quoted from Kathy Magaro, speaking for the Service Employees International Union Local 119P, which represents nurses and health care workers in Pennsylvania.

Also referenced was HR 791, the Safe Nursing and Patient Care Act, which has been introduced by Rep. Fortney Stark (D-Calif). This act would ban hospitals that rely on Medicare payments from making nurses work longer than a prescribed shift, 12 hours a day and 80 hours within two weeks.

What I found interesting was the inference to long work hours and extensive overtime as a factor in the healthcare worker shortage. I am wondering if any similar information is available for Montana nursing and health care workers. One union I am aware of is the Montana Nurses Association (MNA). I thought Pat Wise with the MNA might know. She might also know if any other organizations might have collected similar data. Possible sources might be:

- AFSCME <http://www.afscme.org/> (American Federation of State, County and Municiple Employees - affiliated with the AFL-CIO) LPNs. Under United Nurses of America I found the following links
 - A website called Solving the Nursing Shortage that includes best and worst practices for recruiting, retaining and recouping of hospital nurses: <http://www.afscme.org/una/snstc.htm>
 - A website called Stop Mandatory Overtime <http://www.afscme.org/una/stopmo.htm>
- MEA/MFT <http://www.mea-mft.org/> (Montana Education Association/Montana Federation of Teachers - affiliated with the AFL-CIO) RNs that are school nurses, health care personnel, and LPNs.